

MERIT SYSTEMS PROTECTION BOARD 2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		24	60	17	15	8	124	NA
	%	68.33	18.69	49.64	12.99	11.86	6.82	100.00	
2. I have enough information to do my job well.	N		28	62	18	12	4	124	NA
	%	72.42	23.25	49.17	14.10	9.84	3.64	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		20	35	26	28	14	123	NA
	%	45.28	16.66	28.62	20.93	21.93	11.86	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		37	60	13	7	6	123	NA
	%	78.75	29.63	49.11	10.40	5.53	5.33	100.00	
*5. I like the kind of work I do.	N		51	57	7	6	2	123	NA
	%	87.57	41.69	45.88	5.48	5.26	1.69	100.00	
6. I know what is expected of me on the job.	N		32	67	8	10	4	121	NA
	%	82.31	26.64	55.67	6.50	7.87	3.32	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		83	36	2	0	3	124	NA
	%	95.96	66.90	29.06	1.65	0.00	2.39	100.00	
8. I am constantly looking for ways to do my job better.	N		61	49	12	1	1	124	NA
	%	88.35	49.54	38.81	9.92	0.96	0.77	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		12	40	10	34	28	124	0
	%	42.63	9.92	32.71	7.75	27.43	22.19	100.00	
*10. My workload is reasonable.	N		9	45	17	22	29	122	0
	%	44.71	7.24	37.47	13.89	17.99	23.40	100.00	
*11. My talents are used well in the workplace.	N		21	51	20	16	12	120	0
	%	59.44	17.16	42.28	16.66	13.27	10.63	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		51	60	6	3	4	124	0
	%	89.26	40.81	48.45	4.80	2.63	3.31	100.00	

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** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 124

Number of surveys administered: 180

Response Rate: 68.9%

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*13. The work I do is important.	N		65	44	9	3	1	122	0
	%	89.58	53.55	36.03	7.22	2.41	0.78	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		54	52	11	5	1	123	0
	%	86.04	43.28	42.77	9.00	4.15	0.80	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		40	54	12	12	3	121	2
	%	77.50	32.29	45.22	9.90	9.86	2.74	100.00	
16. I am held accountable for achieving results.	N		42	62	13	2	0	119	2
	%	86.94	34.96	51.98	11.32	1.74	0.00	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		26	26	30	13	23	118	6
	%	43.61	21.67	21.94	25.84	10.77	19.78	100.00	
*18. My training needs are assessed.	N		15	47	27	20	14	123	1
	%	50.30	11.74	38.57	21.81	16.35	11.53	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		36	55	12	11	7	121	3
	%	74.35	28.81	45.54	10.22	9.45	5.97	100.00	
*20. The people I work with cooperate to get the job done.	N		33	62	16	10	2	123	NA
	%	76.99	26.78	50.21	13.27	8.01	1.72	100.00	
*21. My work unit is able to recruit people with the right skills.	N		23	57	13	16	11	120	4
	%	66.51	19.29	47.22	10.77	12.93	9.80	100.00	
*22. Promotions in my work unit are based on merit.	N		20	39	27	13	19	118	5
	%	49.15	16.42	32.73	22.79	11.00	17.06	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		8	26	35	18	15	102	20
	%	32.49	7.46	25.03	34.45	17.11	15.95	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		12	31	32	21	20	116	7
	%	36.47	9.82	26.65	28.31	17.23	17.98	100.00	

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25. Awards in my work unit depend on how well employees perform their jobs.	N			19	37	28	13	19	116	8
	%		47.28	15.85	31.43	24.91	10.90	16.91	100.00	
26. Employees in my work unit share job knowledge with each other.	N			47	60	6	7	4	124	0
	%		86.15	38.06	48.10	4.98	5.36	3.51	100.00	
27. The skill level in my work unit has improved in the past year.	N			18	40	39	12	9	118	6
	%		49.42	14.90	34.52	32.68	9.62	8.28	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N			71	37	12	3	1	124	NA
	%		86.86	57.34	29.52	9.65	2.50	0.99	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N			36	57	15	7	4	119	3
	%		78.23	29.83	48.41	12.57	5.47	3.73	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N			16	38	29	18	16	117	5
	%		46.46	13.13	33.33	24.57	14.98	14.00	100.00	
31. Employees are recognized for providing high quality products and services.	N			17	46	26	17	12	118	2
	%		53.52	13.89	39.63	21.94	13.87	10.67	100.00	
*32. Creativity and innovation are rewarded.	N			15	22	41	19	20	117	2
	%		31.60	12.59	19.00	35.52	15.31	17.57	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N			8	27	28	24	24	111	10
	%		31.74	6.88	24.86	25.71	20.55	22.01	100.00	

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34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		30	48	23	7	11	119	3
	%	64.72	25.03	39.69	19.41	6.22	9.64	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		28	55	20	6	9	118	1
	%	70.39	23.69	46.70	16.61	5.16	7.84	100.00	
*36. My organization has prepared employees for potential security threats.	N		27	69	12	7	6	121	1
	%	79.69	22.77	56.92	9.42	5.60	5.30	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		25	38	17	12	22	114	5
	%	54.40	20.81	33.59	14.68	10.97	19.95	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		30	40	18	9	15	112	10
	%	61.57	26.30	35.26	16.69	7.91	13.83	100.00	
39. My agency is successful at accomplishing its mission.	N		31	65	12	8	3	119	4
	%	80.40	25.58	54.83	10.52	6.52	2.56	100.00	
40. I recommend my organization as a good place to work.	N		33	45	26	9	10	123	NA
	%	62.86	26.96	35.90	21.35	7.35	8.45	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		15	31	35	17	17	115	7
	%	40.40	13.22	27.17	30.37	15.05	14.19	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		54	46	10	4	7	121	2
	%	82.21	43.51	38.70	8.15	3.22	6.41	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		33	37	23	16	11	120	3
	%	58.19	26.88	31.31	19.09	13.06	9.65	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		29	39	25	14	12	119	3
	%	56.53	23.74	32.78	21.52	11.32	10.63	100.00	

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45. My supervisor is committed to a workforce representative of all segments of society.	N		34	39	26	4	8	111	9
	%	64.82	29.29	35.52	23.86	3.48	7.84	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		28	44	23	13	10	118	3
	%	60.76	23.01	37.74	19.57	10.74	8.93	100.00	
*47. Supervisors in my work unit support employee development.	N		30	46	27	5	13	121	2
	%	62.16	24.23	37.93	22.46	4.06	11.32	100.00	
48. My supervisor listens to what I have to say.	N		41	57	10	10	5	123	NA
	%	79.47	32.10	47.37	7.90	8.33	4.30	100.00	
49. My supervisor treats me with respect.	N		55	50	7	5	6	123	NA
	%	85.01	43.38	41.63	5.62	4.43	4.94	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		42	52	12	12	4	122	NA
	%	76.41	33.46	42.95	9.97	10.10	3.52	100.00	
*51. I have trust and confidence in my supervisor.	N		44	32	18	18	10	122	NA
	%	61.49	34.69	26.80	14.96	15.09	8.46	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		51	33	21	11	7	123	NA
	%	68.27	40.63	27.64	16.74	8.66	6.34	100.00	

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*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		12	22	36	26	23	119	3
	%	28.72	10.13	18.59	30.42	21.87	18.99	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		12	39	28	14	16	109	14
	%	46.53	10.85	35.68	26.11	12.94	14.42	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		21	48	26	7	10	112	8
	%	61.10	18.50	42.60	23.81	5.67	9.41	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		17	43	32	18	10	120	2
	%	49.45	13.66	35.79	27.20	14.96	8.39	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		20	44	28	17	7	116	7
	%	54.92	16.47	38.44	23.94	15.10	6.05	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		14	32	38	20	10	114	8
	%	40.50	11.69	28.81	33.92	16.93	8.64	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		16	35	32	22	9	114	7
	%	44.76	13.46	31.31	28.50	19.00	7.74	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		21	36	35	7	12	111	11
	%	51.44	18.95	32.49	31.11	5.93	11.52	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		15	35	38	16	16	120	1
	%	42.57	12.61	29.96	30.93	13.54	12.96	100.00	

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62. Senior leaders demonstrate support for Work/Life programs.	N		26	49	30	7	3	115	8
	%	64.80	21.92	42.87	26.02	6.50	2.68	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		16	47	22	27	11	123	NA
	%	51.36	12.37	38.99	18.18	21.17	9.29	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		15	45	23	29	11	123	NA
	%	48.48	11.86	36.61	19.06	23.31	9.16	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		16	44	35	17	11	123	NA
	%	48.67	12.45	36.22	27.85	14.16	9.32	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		10	34	33	24	20	121	NA
	%	36.47	8.14	28.33	27.37	19.40	16.77	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		10	24	48	18	22	122	NA
	%	27.43	7.84	19.60	39.65	14.48	18.44	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		12	54	27	18	12	123	NA
	%	53.49	9.17	44.32	22.08	14.18	10.26	100.00	
*69. Considering everything, how satisfied are you with your job?	N		27	53	23	15	5	123	NA
	%	65.30	21.60	43.70	18.81	11.81	4.07	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		16	62	17	23	5	123	NA
	%	62.79	12.83	49.96	13.82	19.12	4.27	100.00	
71. Considering everything, how satisfied are you with your organization?	N		18	54	19	23	9	123	NA
	%	59.08	14.41	44.67	14.82	18.66	7.44	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	97	80.01
Yes, I was notified that I was not eligible to telework.	15	11.97
No, I was not notified of my telework eligibility.	7	5.47
Not sure if I was notified of my telework eligibility.	3	2.55
Total	122	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	16	13.34
I telework 1 or 2 days per week.	47	38.35
I telework, but no more than 1 or 2 days per month.	11	8.75
I telework very infrequently, on an unscheduled or short-term basis.	18	15.35
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	8	6.89
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	0.84
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	8	6.61
I do not telework because I choose not to telework.	12	9.87
Total	121	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	59	47.95
No	56	47.33
Not available to me	6	4.72
Total	121	100.00

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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	23	19.02
No	78	63.15
Not available to me	22	17.83
Total	123	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	14	11.52
No	105	87.70
Not available to me	1	0.79
Total	120	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	3	2.35
No	89	73.65
Not available to me	30	23.99
Total	122	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	3	2.36
No	90	74.36
Not available to me	29	23.28
Total	122	100.00

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79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		42	33	9	7	0	91	3
	%	82.19	46.32	35.86	9.76	8.06	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		32	20	4	0	0	56	4
	%	92.95	56.44	36.51	7.05	0.00	0.00	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		4	14	1	0	0	19	4
	%	94.74	21.45	73.29	5.26	0.00	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		0	8	2	0	0	10	6
	%	80.53	0.00	80.53	19.47	0.00	0.00	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		0	2	2	0	0	4	0
	%	50.21	0.00	50.21	49.79	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	2	2	0	0	4	0
	%	48.18	0.00	48.18	51.82	0.00	0.00	100.00	

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The work/life satisfaction results only include employees who indicated that they participated in the program.

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